

O F F I C I A L U S E O N L Y

22 November 1982

MEMORANDUM FOR THE RECORD

SUBJECT: DCI on PARs

1. I conveyed to the Director the results of the recent ExCom discussion on the PAR. He accepted the suggestion that we neither revise the form again nor abolish the numerical ratings, but rather, that we address proper implementation of the system and redo other regulations that tend to escalate the numeric ratings.
2. I said that I would see to the revision of those regulations or notices requiring a numeric rating of 6 or 7 for eligibility for rank stipends, bonuses, QSI's, Senior Service School nominations, and the like. I also said that promotion panels would be instructed to monitor the system and to flag consistently high raters, for possible line management action. The Director agreed.
3. To ensure that all employees would have sufficient advance warning, he suggested that a notice go out to everyone, informing them of the specific steps underway and the reasons for them, before implementing the de-escalation.



Executive Director

STAT

cc: ExCom Members
IG
GC
Comptroller
D/OP

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